



Statewide Self Advocacy Network



What is the State Council on Developmental Disabilities?

- An independent State agency
- Established by:
 - Federal & State law
- Composed of:
 - State Council
 - 31 Governor–appointed members
 - 13 Regional Offices
 - Located throughout California



Federal and State Laws



The goal of federal and state laws are to support people with developmental disabilities to achieve:

- ~self-determination,
- ~independence,
- ~productivity, and
- ~community integration and inclusion

Independence

To have control of your life; make your own decisions and choices



Productivity

To work or make other contributions to a household or community



Integration

Right to access the same opportunities, services, community resources as all other Americans.



Inclusion

To fully participate, be welcome in social, educational, work and community life





“I want a job. I want to earn my money. I don’t want to just take P&I money. I want to pay my share of taxes.”

~Liz



“I want a job. I want to make more money and I like to keep busy. I’m a hard worker. I just need a chance and I’ll be a great employee.”

~ Richard



“In California only 12.45% of working age regional center clients get a pay check. Of this 12.45%, many work in segregated work sites, make sub minimum wage or work only a few hours a week. Only 8% work in integrated competitive employment.”

~State Council on Developmental Disabilities
2013 Employment First report

History of Employment First in California



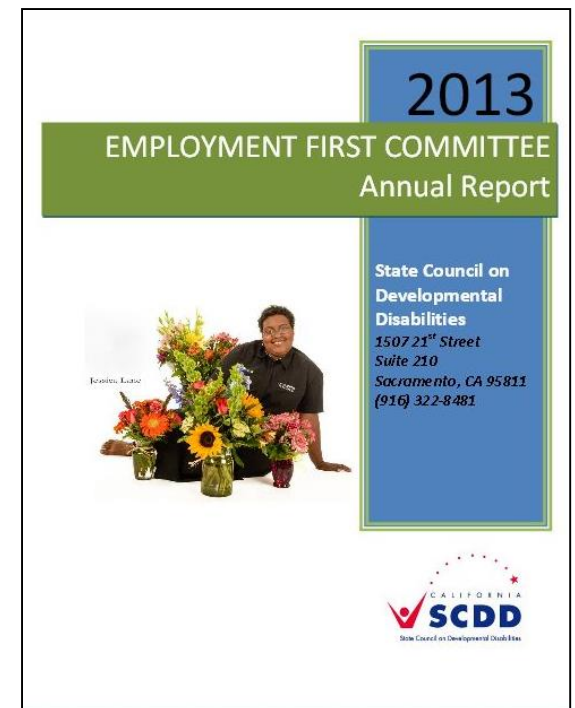
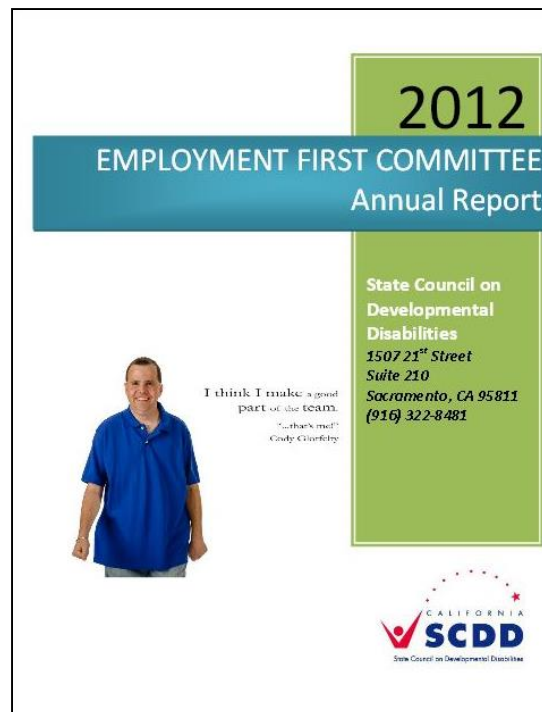
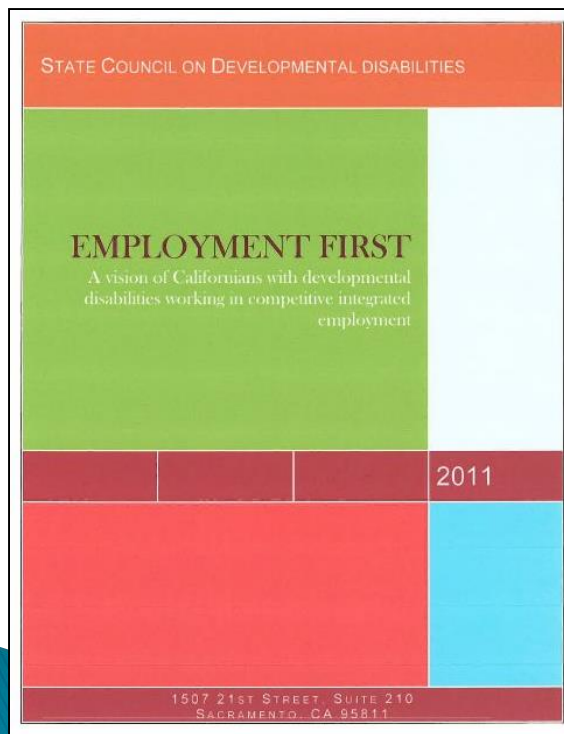
In 2009, AB 287 became law. This law told the State Council to do these things:

- Start an Employment First Committee (EFC);
- Develop an Employment First policy;
- Identify strategies, best practices, and incentives to increase integrated competitive employment;

EFC Accomplishments



- Annual reports to the Legislature and the Governor

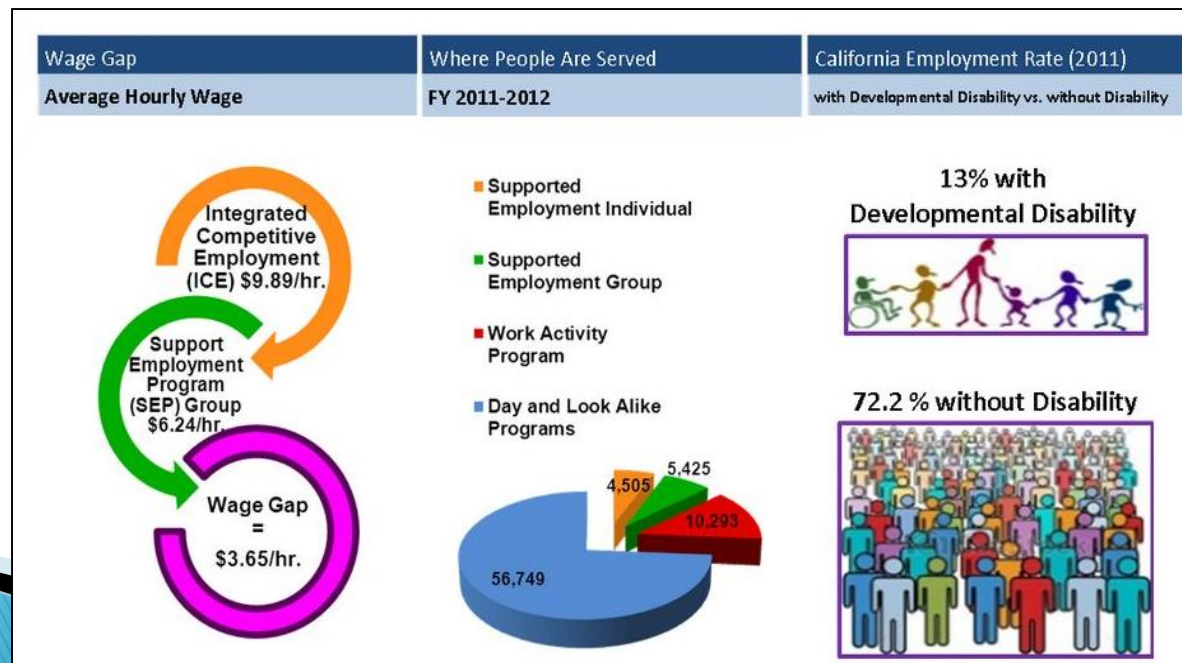


EFC Accomplishments



- Created a Data Dashboard on the SCDD website.

This shows data and tracks how well California is doing supporting people to have regular jobs at regular pay.



EFC Accomplishments



➤ Focus on Youth and Under Represented Groups



EFC Accomplishments



In Oct 2013, California passed the Employment First law, joining 22 other states that already had employment first policies in place.

AB 1041 is a bill signed by Governor Brown so people with disabilities can get employment that is needed to be productive.

The Employment First Law says:

“It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.”

~California's Employment First law



“I.C.E.”



“Integrated Competitive Employment is intended to be the first option considered by planning teams for working age individuals “

~Employment First law

“I.C.E.”



“Integrated” means a job in the community, where you do not spend most of your day with people who have disabilities.

“Competitive” means you are paid minimum wage or above.

readiness

- You do not have to ‘earn’ your way to an integrated competitive employment job.
- You do not have to go to a workshop first, or work in a group or enclave first.
- You do not have to improve your behavior first, or have good attendance at a workshop before you can get help to look for integrated competitive employment in your community.

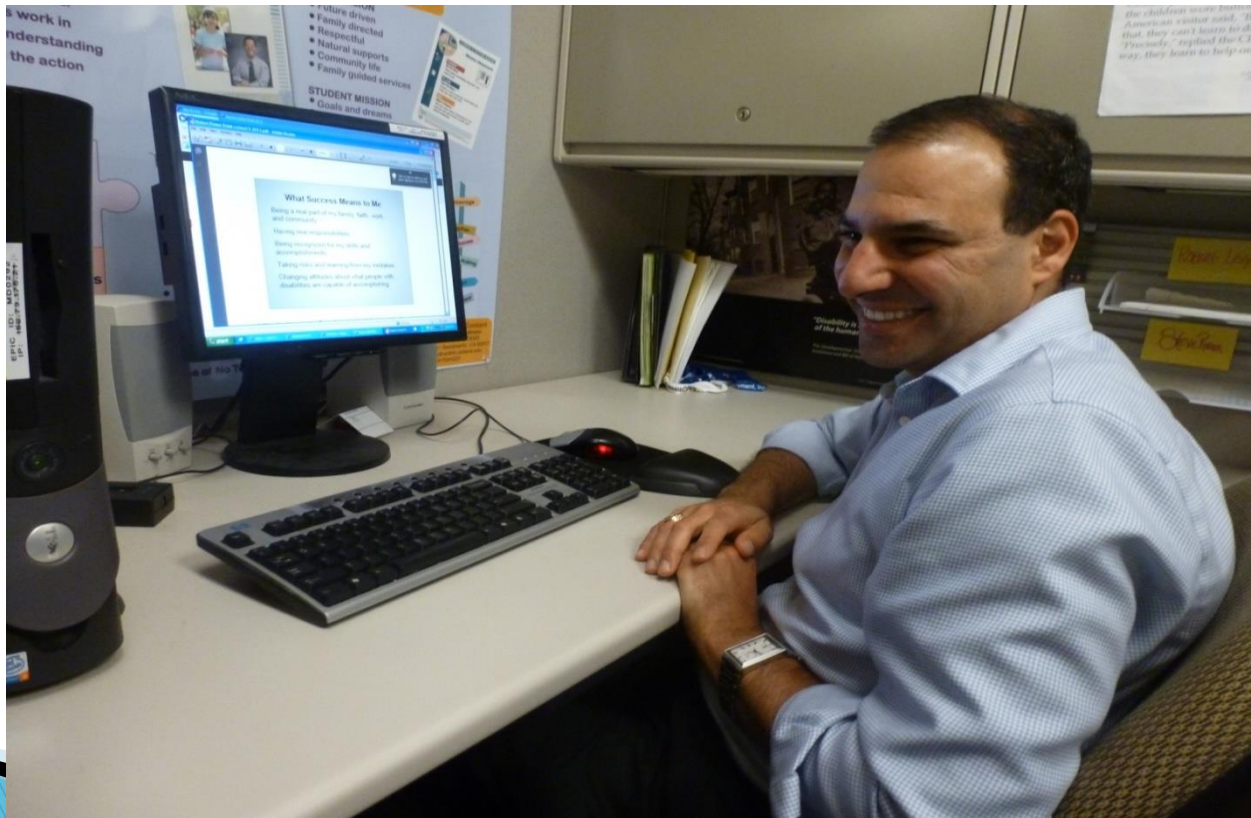


“When I worked at a workshop, I got an Employee of the Month certificate. I asked if I could have a job in the community, but they said I wasn’t ready.

If the Employee of the Month couldn’t get a community job, who could? I quit the workshop.”

“I’ve been working at Target for 14 years and at the UC Davis MIND Institute for 3 years. I didn’t need the workshop to get ready for a community job.”

~Robert, Statewide Self Advocacy Network Representative
from the UCD MIND Institute



Customized Employment

According to the U.S. Department of Labor,

“Customized employment is flexible ...

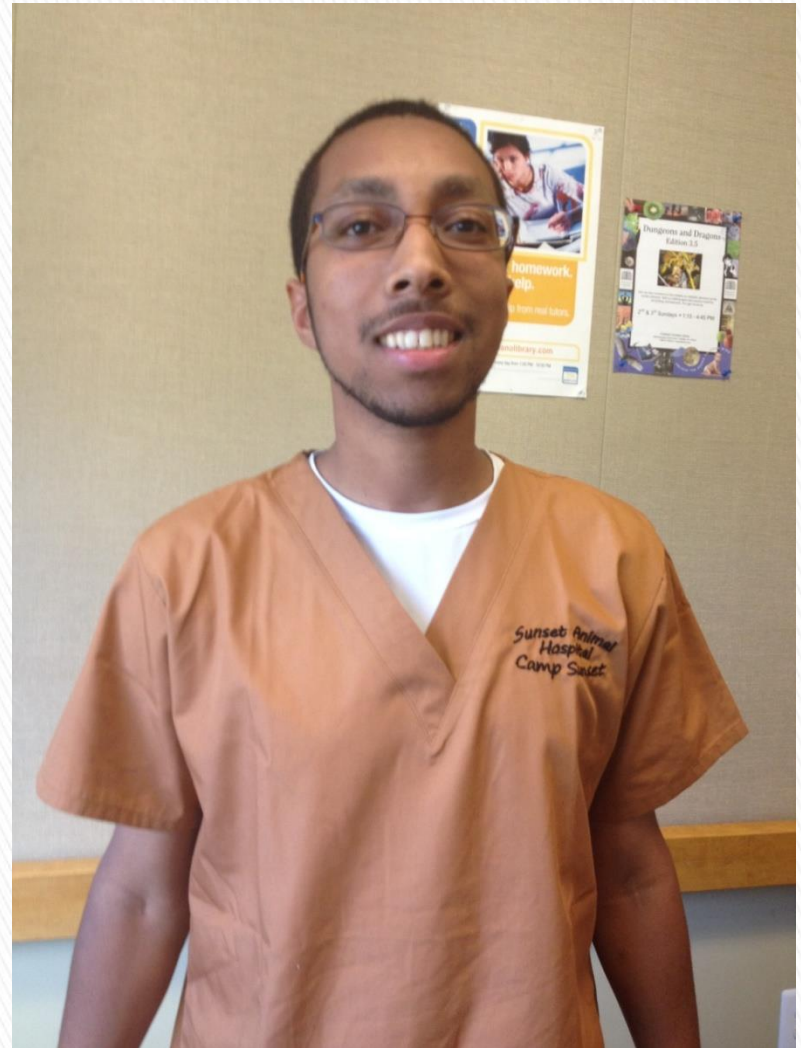
It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer.

Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time . . . one employer at a time.”



“Find jobs people can know how to do. Try different kinds of jobs. Never give up on people. Treat us like real human beings, not a baby.”

~Max, Animal Care Taker,
Sunrise Animal Hospital



Microenterprise: You Can Earn Money by having Your Own Business

"Microenterprises means small businesses owned by individuals with developmental disabilities who have control and responsibility for decision-making and overseeing the business."

~Employment First law





“I started with a small shredder that was a donation. I made enough money to get a business license and open a business checking account. Then with my savings I purchased a commercial shredder. My business has grown so I am able to pay myself some money every week. “

~Janice, Owner
Taketa Shredding

A Business can be Based on Your Talents



Jessica started Kawaii Rabbit Designs in 2011.

"I love it. I can't imagine myself doing anything else. I'm able to do something that I love and enjoy. I sell my art at anime fairs, my website and through my Facebook page. My church has me send one of my cards to all our members on their birthday."



Good Jobs Change Lives



Adrienne said, “Last year I wasn’t thinking about a job. I was good living off SSI every month.”

Adrienne had worked at a lot of different jobs but none of them worked out.





Last year, Adrienne got a job at Safeway as a courtesy clerk. Adrienne likes this job because there's a lot of variety each day. He's good at multi-tasking and he likes helping people. This job fits his strengths and interests. Adrienne has opened a bank account and a 401k (retirement account). His goals are, "to keep this job, never get written up, and to make smart decisions with my money."

Adrienne's advice for others: "Be a sponge – learn from others who have been there– and have the right attitude."

How a Supported Employment Agency can Help You

A supported employment agency should not just help you fill out applications.

A supported employment agency can:

- Help you figure out the kinds of jobs you might like and would be good at.
- Can help set up internships.



How a Supported Employment Agency can Help You



- Can help you interview.
- When you are hired they will train with you and make sure you know the job.
- Can help you work out supports or accommodations that will help you succeed.
- Once you know the job, they can follow-up to make sure things continue to go smoothly.

What to do if you want a job

1. Tell your service coordinator that you would like to have an IPP meeting to talk about a job.

You can ask to have an IPP meeting anytime you want to change your services; you do not have to wait until your annual or triennial meeting.



What to do if you want a job

2. At your IPP meeting say you want an individual job in the community that pays at least minimum wage. Ask for a referral to the Department of Rehabilitation.
3. Choose the supported employment agency you want to work with.

If anyone tells you 'no' or that you're not ready,
get help from a friend or advocate.



There's Still Work For All of Us to Do



Getting the Employment First law passed in California was an important step, but there is still work to do!

- ✓ Tell your friends about Employment First.
- ✓ Contact your SCDD Regional Office to find out what new laws are being worked on to help people get supported employment services.



Thank you! Any Questions?